Chief Operations Officer Interview Questions

1. What is the most challenging part of budgeting for you?
2. Please share with me an example of how you helped coach or mentor someone. What improvements did you see in the person's knowledge or skills?
3. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.
4. Share an experience you had in dealing with a difficult person and how you handled the situation.
5. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)
6. Tell me how you organize, plan, and prioritize your work.
7. Give me an example of when you thought outside of the box. How did it help your employer?
8. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.
9. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
10. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
11. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?
12. Please share an experience in which you presented to a group. What was the situation and how did it go?
13. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer.

14. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?
15. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?
16. What have you found to be the best way to monitor the performance of your work and/or the work of others? Share a time when you had to take corrective action.
17. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?
18. Share an experience when you applied new technology or information in your job. How did it help your company?
19. In your experience, what is the key to ensuring your company was compliant with all laws, regulations and standards that were applicable to your area of responsibility?
20. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
21. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)
22. Tell me about your last experience recruiting, interviewing, or hiring an employee. What techniques did you find most effective in finding the right person for the job?
23. What is the key to success when communicating with the public.
24. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
25. Share an experience in which your willingness to lead or offer an opinion helped your company.

26. Name a time when your patience was tested. How did you keep your emotions in check?
27. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.
28. Provide an example when your ethics were tested.
29. Provide a time when you dealt calmly and effectively with a high-stress situation.
30. Share a time when you willingly took on additional responsibilities or challenges. How did you successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)